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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, Dated 30th March, 2021.

MINIMUM WAGES ACT, 1948.

No. KHR/2021/27/LVD/10/2020/532316/M(2):- WHEREAS a draft notification under Government Notification, Labour and Employment Department, No. KHR/2020/01/LVD/10/2020/532316/M (2), dated the 1st January, 2021 was published as required by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948) (hereinafter referred to as “the said Act”), at pages 1/1 to 1/3 of the Gujarat Government Gazette, Extraordinary, Part I-L dated the 7th January, 2021 inviting objections and suggestion from all persons likely to be affected their by, for a period of two months from the date of its publication of the said notification in the *Official Gazette* ;

AND WHEREAS, No objections or suggestions have been received by the Government in respect of the said notification;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948) and in supersession of the Government Notification, Labour and Employment Department No. KHR/2016/175/LVD/10/2011/GOI.04/2019/M(2), dated the 19th September, 2016 and No. KHR/2019/05/LVD/10/2013/137275/M(2), dated the 21st January 2019 the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in Agriculture for the whole of the State of Gujarat so as to consist of ;

- (a) the basic rate of wages as set out in column 3 of the Schedule appended hereto in respect of the basic rate payable by the day to the classes of the employees mentioned against them in column 2 thereof for 8 hours of work per day; and
- (b) a special allowance, so long as this notification is in force, at the rate to be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th September and 31st March, respectively in such manner that :-
 - (i) for the rise of every five points over the cost of Living Index Number 5124 or over any such number which is greater than 5124 applicable to the employees in the said scheduled employment, special allowance payable in addition to the basic rate of wages shall be Rs. 0.20 paisa per day or Rs. 05.20 per months ;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 5124, the special allowance shall be reduced at the rate of Rs. 0.20 paisa per day or Rs. 05.20 per month :

Provided that the rates of special allowance shall be first adjusted at the interval of the period of six months commencing from the date 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Agriculture

Sr. No	Class of Employees	Rate Payable per day (Rs.)
1	2	3
1	Employees employed in agriculture	Rs. 268.00

Explanation.-

The entire State shall be treated as one Zone.

- (1) In case of an employee employed on piece rate basic, the minimum rate of wages shall be so fixed that the minimum rate of wages plus special allowance payable to him for the number of hours of work which constitutes normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (2) An employee employed on part-time basis shall be paid fifty percent of the minimum rate of wages and special allowance, if he works up to four hours and if he works for more than four hours, he shall be paid full minimum rate of wages plus special allowance.
- (3) An employee employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (4) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rate of wages plus special allowance.
- (5) Male and female employees shall be given equal wages for equal work.

By order and in the name of the Governor of Gujarat.

D. M. PATHAN,

Deputy Secretary to Government
